

HOUSE BILL 477

By Clemmons

AN ACT to amend Tennessee Code Annotated, Title 50,  
relative to the Tennessee Pay Equality  
Transparency Act.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act shall be known and may be cited as the "Tennessee Pay Equality  
Transparency Act."

SECTION 2. Tennessee Code Annotated, Title 50, Chapter 2, Part 1, is amended by  
adding the following as a new section:

(a) An employer shall not:

(1) Prohibit an employee of the employer from disclosing or discussing  
the amount of the employee's wages or the wages of another employee of the  
employer that has been disclosed voluntarily by the other employee;

(2) Prohibit an employee from inquiring about the wages of another  
employee of the employer;

(3) Require an employee of the employer to sign a waiver or document  
that denies the employee of the employee's right to disclose or discuss the  
amount of the employee's wages or the wages of another employee of the  
employer that has been disclosed voluntarily by the other employee;

(4) Require an employee to sign a waiver or other similar document that  
denies the employee of the employee's right to inquire about the wages of  
another employee of the employer;

(5) Discharge, discipline, discriminate against, retaliate against, or  
otherwise penalize an employee of the employer who discloses or discusses the

amount of the employee's wages or the wages of another employee of the employer that has been disclosed voluntarily by the employee; or

(6) Discharge, discipline, discriminate against, retaliate against, or otherwise penalize any employee of the employer who inquires about the wages of another employee of the employer.

(b) Nothing in this section requires an employer or employee to disclose the amount of wages paid to an employee.

(c) An action to redress a violation of subsection (a) may be maintained in any court of competent jurisdiction by one (1) or more employees. An employer who violates subsection (a) may be found liable for compensatory damages, attorney's fees and costs, punitive damages, and such other legal and equitable relief as the court deems just and proper.

(d) No action shall be brought for a violation of subsection (a) except within two (2) years after the violation.

SECTION 3. This act shall take effect upon becoming a law, the public welfare requiring it, and shall apply to actions occurring on or after the effective date of this act.